

Mountain View Elementary School

Marsh Valley School District #21

Differential Pay Plan

This document provides the plan for how Mountain View Elementary School in the Marsh Valley School District #21 will implement Differential Pay. (Idaho Code 33-1004J)

A key aspect of the success in Mountain View Elementary School is that the setting of goals is a “bottom up” process, which begins with goal-setting by the groupings of teachers and other building-based staff established by the school district. A district-wide committee consisting of administrators, teachers and trustees then reviews the plans developed by the various schools.

For Pay for Performance to be successful and lead to increased student achievement, it is important that goals be challenging but yet attainable, and that most groups of teachers ultimately will earn shares. This means setting attainable goals for each school of impact. The goal being to increase student achievement at all levels.

This approach is consistent with the knowledge that teachers are working hard and achieving impressive levels of student achievement today. It helps ensure that teachers will be recognized and rewarded for the great work they are doing today, as well as providing incentives for groups of teachers to continue examining their current practices for opportunities to increase student achievement further. Once higher levels of student achievement are attained, this scale can be shifted upwards in future years.

Percent with a score of 3 on spring IRI

Kindergarten

Spring IRI score of 3	
75% or more	1.0 Share
70%-74.9%	3/4 Share
65%-69.9%	1/2 Share
60%-64.9%	1/4 Share
55%-59.9%	0 Share

First Grade (All first grade teachers)

Spring IRI score of 3	
75% or more	1.0 Share
70%-74.9%	3/4 Share
65%-69.9%	1/2 Share
60%-64.9%	1/4 Share
55%-59.9%	0 Share

Second Grade (All second grade teachers)

Spring IRI score of 3	
75% or more	1.0 Share
70%-74.9%	3/4 Share
65%-69.9%	1/2 Share
60%-64.9%	1/4 Share
55%-59.9%	0 Share

Third Grade (All third grade teachers)

Spring IRI score of 3	
75% or more	1.0 Share
70%-74.9%	3/4 Share
65%-69.9%	1/2 Share
60%-64.9%	1/4 Share
55%-59.9%	0 Share

4th, 5th, & 6th grade (ALL 4th, 5th, and 6th grade teachers)

75% Scoring Proficient or Advanced on end of course assessment.	1/2 Share Math 1/2 Share Language Arts
70-74.9 % Scoring Proficient or Advanced on end of course assessment.	1/4 Share Math 1/4 Share Language Arts
65-69.9% Scoring Proficient or Advanced on end of course assessment.	1/8 Share Math 1/8 Share Language Arts
55-64.9% Scoring Proficient or Advanced on end of course assessment.	0 Share Math 0 Share Language Arts
Principal	1/7 of each grade k-6
K-6 Spec Ed	1/7 of each grade k-6